

MINUTES

BOARD OF REGENTS COMMITTEE ON INTERCOLLEGIATE ATHLETICS MEETING

APRIL 7, 2022

I. CALL TO ORDER

Chair Simeon Acoba called the meeting to order at 10:31 a.m. on Thursday, April 7, 2022, with regents participating from various locations.

Committee members in attendance: Chair Simeon Acoba; Vice-Chair Eugene Bal; Regent William Haning; and Regent Ernest Wilson.

Committee members excused: Regent Kelli Acopan.

Others in attendance: Board Chair Randy Moore; Regent Wayne Higaki; Regent Benjamin Kudo; Regent Alapaki Nahale-a; Regent Diane Paloma; Regent Robert Westerman (ex officio committee members); Vice President (VP) for Community Colleges Erika Lacro; VP for Legal Affairs/University General Counsel Carrie Okinaga; UH Mānoa (UHM) Provost Michael Bruno; UH Hilo (UHH) Chancellor Bonnie Irwin; UH West O'ahu Chancellor Maenette Benham; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Kendra Oishi; and others as noted.

II. APPROVAL OF MINUTES

Chair Acoba stated that the minutes of the February 3, 2022, and March 3, 2022, committee meetings had been distributed and inquired as to whether committee members had any recommended corrections. Hearing none, the minutes of both meetings were approved.

III. PUBLIC COMMENT PERIOD

Board Secretary Oishi announced that the Board Office did not receive any written testimony, and that no individuals signed up to provide oral testimony.

IV. AGENDA ITEMS

A. Coaches Corner: Timmy Chang, UHM Head Football Coach

UHM Athletic Director (AD) David Matlin introduced Timmy Chang, the new head football coach, noting that he will serve as the 25th coach in the 113-year history of the program. He highlighted Coach Chang's career accomplishments as a record-setting quarterback at St. Louis School in Honolulu and at UHM, as well as efforts he and his coaching staff have already undertaken to support the student-athletes, engage the community, and reinvigorate the football program.

Coach Chang reflected on his football and coaching career stating that his experiences have had a profound impact on both his personal and professional life. While his coaching philosophy is multi-dimensional, he shared his belief that the mission of a head coach exceeded the bounds of wins and losses. Rather, the most important

aspect of the job is to create an environment that emphasizes the value of an education and supports a student-athlete by providing them with the necessary tools to succeed in life. He also spoke about his deep connections to Hawai'i and the UHM football program; stressed the magnitude of garnering community support for all athletic programs at UHM; talked about efforts to increase cultural awareness and instill pride among the coaches, staff, and student-athletes; and expressed his enthusiasm and excitement to begin his UHM career.

Regent Higaki commended the efforts of AD Matlin to improve the athletic facilities at UHM but questioned whether the state of the athletic facilities, or lack thereof, was detrimental to recruiting. Coach Chang replied that having state-of-the-art facilities does play a role in recruiting, oftentimes serving as a means of attracting top athletes to a program, and stated that improved facilities would assist the football program with recruiting. However, he noted that there are a number of other factors besides facilities that impact recruiting, many of which can be addressed through increased fan support. He also explained that the coaching staff is placing an emphasis on attracting and retaining Hawai'i's top high school prospects through promoting the potential of the program and the opportunities it can provide to a student-athlete.

In response to a request from Chair Acoba, Coach Chang elaborated on a program that has been instituted to educate student-athletes and coaches about Hawaiian culture, expressing his belief that gaining a better understanding of the Hawaiian culture, as well as Hawai'i's unique customs and traditions, is one of the keys to implementing a successful football program at UHM. As such, he had a conversation with Dr. Jon Osorio, Dean of Hawai'inuiākea School of Hawaiian Knowledge, about developing a program that would increase Hawaiian cultural awareness among coaches, staff, and student-athletes.

Regent Nahale-a inquired about the approach used to address the pressures placed on student-athletes to achieve athletic success through competitive victories. Coach Chang stated that, as a former student-athlete, he has used his personal experiences as the foundation for his approach in addressing the pressures faced by student-athletes. While the goal of every coach and student-athlete is to win games, he stressed that overcoming adversity and building fundamental life skills such as making principled choices and time management are equally important objectives that should be an integral part of any football program.

Regent Haning asked whether Coach Chang believed having a school that provided curriculum-based training in the basic acumen and skills of coaching would be helpful for individuals desiring to enter the coaching profession noting that such a curriculum could provide a tuition-based revenue stream. Coach Chang responded in the affirmative noting that coaches often learn from experience and establish their own coaching methodologies through trial and error. Given the evolution and changing landscape of coaching that has taken place over the last several years, a coaching academy-type of program would not only be helpful to new coaches but could also serve as a valuable resource for seasoned coaches.

B. Student-Athlete Profile: Jodi Lillie, UHH Women's Soccer Student-Athlete

UHH AD Patrick Guillen introduced UHH senior women's soccer standout Jodi Lillie, highlighting the numerous academic and athletic accolades she has received over her four-year career including being a three-time recipient of the Pacific West Conference (Pac West) Scholar Athlete Award and being named to the all-conference team in each season. He also noted that her presence on the pitch helped in leading the team to its first Pac West championship and first National Collegiate Athletic Association (NCAA) tournament appearance.

Ms. Lillie shared information on her personal background, stating that she was originally from Mililani, O'ahu, and a proud graduate of Mililani High School; spoke about her journey to playing soccer at UHH; and offered insights into her experiences as both a student and athlete since arriving on the UHH campus in 2018. She also reviewed several high points of her career including winning the Pac West championship, reaching the NCAA tournament, and participating in various community service activities, and noted that the support she received from coaches, teammates, and the entire UHH community both inside and outside of the academic and athletic setting have created enduring bonds and cherished lifetime memories.

Chair Acoba asked Ms. Lillie if this was her final year of playing soccer for UHH. Ms. Lillie stated that, while she is currently a senior and is slated to graduate this spring, she does have one more year of eligibility left as a result of the NCAA's COVID-19 eligibility extension policy and will be returning to UHH to play soccer next season.

Chair Acoba congratulated Ms. Lillie and applauded her accomplishments, as well as those of her teammates, stating that they have brought honor to the university.

G. Athletics Budget Update (UHM)

The UHM update on the athletic budget was taken out-of-order to accommodate the scheduling conflict for one of the presenters.

AD Matlin provided a report on revenue and expenditure projections for UHM Athletics noting that fiscal impacts of the COVID-19 pandemic were severe with several major revenue sources witnessing dramatic decreases. He stated that federal relief funds and additional actions taken to reduce expenses were the main drivers behind UHM Athletics experiencing a reduced net deficit of \$1.4 million for FY 2021. UHM Athletics is projecting a net deficit of \$6 million that is primarily attributable to decreased fan attendance due to COVID-19 concerns and/or related attendance restrictions, and to the closure of Aloha Stadium which resulted in the loss of approximately \$3.5 million in annual net contributions; however, the lifting of COVID-19 restrictions has resulted in an increase in fan attendance and should help to mitigate some of the financial losses. Other potential budgetary impacts include the potential restoration of general fund appropriations; the expansion of the Clarence T.C. Ching Athletics Complex (Ching Complex) to meet NCAA and conference requirements for minimum attendance at football games to maintain Division I status; and the replacement of Aloha Stadium, which remains the largest unknown and significant factor that will impact future finances.

Chair Acoba asked whether UHM Athletics had stadium contingency plans in place given recent legislative attempts to amend regulatory oversight over the Aloha Stadium property and news reports indicating that requests for proposals for the stadium project would be accepted in 2025. AD Matlin replied that circumstances beyond the control of the university have resulted in significant delays for the completion of the Aloha Stadium project, which was originally scheduled for completion in 2023. As such, UHM Athletics must move forward with expansion and upgrades to the Ching Complex to meet certain requirements while continuing to engage with the State on the Aloha Stadium matter.

Regent Haning questioned whether UHM Athletics anticipated adding any additional sports programs, such as those geared toward the Pacific Islander community suggesting cricket as an example, and asked for AD Matlin's opinion on the development of an academic program that would provide professional training for coaches. AD Matlin replied that the academic component for the training of coaches was an interesting concept that could be explored further. He also noted that UHM Athletics provides coaches with professional development opportunities via conventions, seminars, and mentoring programs. As the landscape of intercollegiate athletics changes, consideration can be given to establishing additional sports programs at UHM. However, this is a complex issue that involves consideration of a number of factors including fiscal considerations and Title IX.

Chair Acoba asked about the receipt of funding for scholarships from the university's Legacy Endowment Fund (Fund). AD Matlin replied that UHM Athletics receives substantial athletic scholarship funding from the Fund and that this financial support has increased over the last few years.

Referencing the previous comments made with respect to Aloha Stadium and the Ching Complex, Chair Acoba inquired about the scenarios being contemplated to deal with the uncertainty of having a stadium for the UHM football team in the near future. AD Matlin replied that, given the current status of the Aloha Stadium project, UHM Athletics is preparing for home football games to continue to take place at the Ching Complex for the foreseeable future, which will require facility expansion and upgrades in order to meet certain NCAA and conference requirements. However, he stressed that this was a stop-gap measure and not a long-term alternative to a full-sized stadium with first-class fan amenities.

C. Update on Health and Safety Matters

Lynn Nakagawa, UHM Head Athletic Trainer, reported that COVID-19 protocols for student-athletes and athletic events have undergone changes that are aligned with amended federal, State, and county guidelines and reviewed some of these changes including the elimination of screening, vaccination, and negative COVID test requirements and making the wearing of masks optional, except for specific circumstances such as in team meeting rooms. She also reviewed NCAA COVID-19 testing guidelines that remain in place for sports programs that are in their competitive seasons, as well as sports programs that are not in their competitive season.

Chair Acoba thanked Ms. Nakagawa for her presentation, lauded the efforts of the UHM Athletics' medical and training teams, and requested that information on mental health and concussions be included in the next health update.

AD Guillen provided an update on health and safety issues involving UHH Athletics stating that there were no major updates to report, although it was noted that masking requirements at athletic events have been eliminated and that post-travel COVID-19 testing protocols will remain in place through the spring. UHH Athletics is also subject to the same NCAA COVID-19 testing guidelines that are applicable to UHM Athletics. He stated that 100 percent of student-athletes at UHH are fully-vaccinated with their primary series and provided data on student-athlete vaccination rates, including a breakdown of this information by sport and vaccination status. Additionally, UHH Athletics is adhering to established concussion protocols that were updated in 2021 and continues taking actions to ensure the mental health of its student-athletes.

D. Title IX Compliance Update

Lois Manin, Associate Athletic Director (AAD) and Senior Women's Administrator, reviewed three prongs that are used by athletic departments across the country to provide equitable participation opportunities in athletics stating that at least one of these three prongs needed to be satisfied to maintain Title IX compliance. Similar to other university athletic departments, UHM Athletics focuses on the issue of substantial proportionality, which requires that opportunities for participation in intercollegiate sports by gender are in approximate proportion to undergraduate enrollment. Although UHM has done well in satisfying the requirements of substantial proportionality since 2016, it did experience a larger variance between the women's athletic participation percentage as compared to overall women's undergraduate enrollment percentage during the 2020–2021 academic year. She noted that this was largely due to a large increase in women enrolling at the university. The awarding of athletic scholarships to female student athletes has remained steady in relation to the percentage of female students participating in athletics at UHM. UHM Athletics continues working toward a goal of awarding a percentage of female scholarship dollars that is within less than one percent of the female participation percentage.

AAD Manin stated that, besides scholarships and participation, UHM Athletics continues to monitor Title IX and gender equity progress in numerous program areas including facilities and she reviewed several capital improvement projects that have been completed or are currently in progress. UHM Athletics also continues to focus on a facilities master plan to ensure gender equity and has initiated a coordinated gender equity review for the next five-year cycle.

Amanda Paterson, Assistant Athletic Director for Compliance and Eligibility, provided a brief outline of the student athlete handbook, highlighting areas specific to Title IX, and reviewed current and ongoing Title IX education and training for all coaches, staff, and student athletes, which is conducted on an annual basis as mandated by the NCAA.

AD Guillen provided an update on Title IX issues at UHH which uses the same three-pronged approach used by UHM Athletics as well as the substantial proportionality metric to evaluate compliance. He reviewed athletic participation data broken down by sport in relation to undergraduate enrollment stating that UHH remains in compliance with Title IX and went over scholarship figures for the past three academic years, and noting that there was a small increase in the variance between women's athletic participation and scholarships awarded which can be attributed to an increase in female student-athletes enrolling at UHH and scholarship monies remaining static.

AD Guillen also reviewed UHH Athletics's plan to achieve greater gender equity noting that a committee has been established to assess and update gender equity plans, policies, and procedures. While UHH Athletics has made progress in achieving gender equity in several areas including recruiting budgets, academic support, and coaching, it also continues working toward improving in other areas such as facilities, equipment, supplies, and athletic training. An update was also given on current and ongoing Title IX training for all coaches, staff, and student athletes.

E. Update on Compliance with NCAA Policies and Conference Requirements

AD Guillen explained that UHH Athletics is a NCAA Division II member subject to rules and regulations which differ slightly from those imposed on Division I members. He reviewed the Division II transfer portal process stating that several additional safeguards to protect student athletes, including a requirement that a student-athlete contemplating entrance into the transfer portal complete an educational module which explains the process and its impacts on their athletic and academic status, were implemented in 2022. It was noted that over 1,100 student-athletes competing in men's basketball have entered the transfer portal within the last 30 days which is indicative of the effects transfer portal rule amendments are expected to have on intercollegiate athletics. Although it is anticipated that recently established name, image, and likeness (NIL) policies will also affect intercollegiate athletics, UHH Athletics has not experienced significant impacts from this policy with only three student-athletes at UHH initiating the NIL process thus far.

Assistant Athletic Director Paterson reported that the implementation of NIL and amendments to transfer rules have changed the intercollegiate athletics landscape but that activity witnessed by UHM Athletics with respect to these two issues is on par with what is being experienced by its Division I peer institutions. She noted that UHM Athletics is currently in the process of evaluating the possibility of engaging with a NIL company to facilitate student dealings with NIL. She also mentioned that NCAA and conference requirements for minimum attendance at football games to maintain Division I status will become an issue without expansion of the Ching Complex and that UHM Athletics will seek a waiver from these requirements.

Regent Nahale-a left at 11:52 a.m.

F. Booster Club and Fan Outreach

Vince Baldemor, AAD for External Affairs, reported on UHM Athletics' efforts to connect with the community, increase fan support, generate interest in the athletic programs, strengthen and develop relationships with corporate sponsors, and create new revenue streams in conjunction with its booster clubs stating that the reduction in COVID-19 restrictions has generated increased fan interest and support. He presented an overview of the various approaches being used to achieve these goals, including the increased use of social media platforms to augment mainstream media efforts, and provided examples of outreach and fundraising efforts that have been undertaken by UHM Athletics, reviewing several of the activities planned for the next several months. As a result of these efforts, interest in UHM Athletics continues to grow as evidenced by it currently being ranked 40th out of 130 Football Bowl Subdivision (FBS) universities with regard to social media interactions and searches. UHM Athletics has also embarked upon a program to promote its academic and community service accomplishments known as the "1% Better Initiative" which emphasizes that athletics encompasses much more than just wins and losses.

Chair Acoba requested that AAD Baldemor provide the link to the website containing the social media rankings among FBS universities for distribution to the regents. He also asked whether efforts have been undertaken to work with the Associated Students of the University of Hawai'i (ASUH) to promote athletics from the students' perspective. AAD Baldemor replied that UHM Athletics works closely with upper campus and registered student organizations on a number of initiatives to promote athletics among the student body but that greater collaboration is a worthwhile endeavor to pursue.

AD Guillen spoke about UHH Athletics fan outreach and booster club efforts noting the use of social media platforms to enhance mainstream media efforts. He also reviewed various undertakings, including game day activities, that are intended to generate fan interest, and highlighted several community outreach efforts, booster club events, and fundraising efforts that UHH Athletics has embarked upon or carried out.

G. Athletics Budget Update (UHH)

AD Guillen provided a snapshot of revenue and expenditure projections for UHH Athletics stating that an anticipated surplus of approximately \$66,000 is expected for fiscal year 2022 but noted that there may be a reduction in this figure due to some forthcoming expenditures. Nevertheless, UHH Athletics expects to finish the fiscal year with a positive balance.

V. ADJOURNMENT

There being no further business, Chair Acoba adjourned the meeting at 12:11 p.m.

Respectfully Submitted,

/S/

Kendra T. Oishi
Executive Administrator and Secretary
of the Board of Regents